



ADOSH ADVOCATE

ADOSH

Dates to calendar

Construction 10 hr Kingman	August 15-18
Tucson Safety Summit	September 13-14
Yuma Safety Summit	October 18
Phoenix Safety Summit	November 8-9

Inside this issue:

"ICA on the Capitol Lawn" Honors Safety and Health Partners	1-3
2017 Summit FLYER: Tucson, Yuma and Phoenix Summits SAVE THE DATE!	4
Strategies for an Aging Workforce From the CDC	5
Trainers Corner: Aging in the Workforce Fact Sheet	6
ADOSH/OSHA Standards Update Farewell Larry Gast	7
ADOSH Alliances	8
It's Heat and Monsoon Season! By Jenny Mandeville, ADOSH Training	9
ADOSH Voluntary Protection Program and Participants	10
2017 Training Calendar July-September	11-12
A Thousand Words / The "In-Box" / Summit Schedule 2017	13
ADOSH Out and About! Ft Huachuca Safety Summit, Training Classes	14-15
Arizona Fall Protection Stand-Down Event Photos!	16-23
Just Sayin'... How Military Veterans can benefit your safety culture	24

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THE ARIZONA DIVISION OF OCCUPATIONAL SAFETY AND HEALTH



"ICA on the Capitol Lawn" Honors Safety and Health Partners

The Industrial Commission of Arizona and ADOSH had the privilege once again to honor our Safety and Health Partners and remember those that have lost their life while working on the job. The event was held on March 27th. Each year the ICA and ADOSH hold the "ICA on the Capitol Lawn" event to show our appreciation to those people and businesses that uphold strong safety values and share their dedication with ADOSH and many others throughout the State.

Diane Robinson of Yuma County Human Resources Office was awarded the prestigious ICA Chairman's Award for her considerable assistance in bringing safety and health classes to Yuma, open to all Yuma County Region employers and employees. Diane has partnered with ADOSH for over 10 years and was the host of the first ADOSH Regional Safety Summit. Congratulations Diane for well-deserved recognition! (Above photo from left to right: Commissioner Joseph Hennelly, Diane Robinson, Commissioner Scott LeMarr and ADOSH Assistant Director Jessie Atencio.)

The Program commenced with ADOSH Assistant Director Jessie Atencio introducing our Special Guest, AZ State Senator Steve Smith. ICA Director James Ashley presented Senator Smith with a Gold Hard Hat to recognize his efforts in promoting workplace safety. Commissioner Joseph M. Hennelly gave the Chairman's Remarks, "Safe Jobs are



Senator Steve Smith's
"Golden Hard Hat"

Good Jobs" on behalf of Dale Schultz who was unable to attend. After a moment of silence to remember those who died while working in 2016, the Partnership Awards were then presented by various ICA and ADOSH leadership.

Partnership recognition was awarded to the following (See more photos on pages 2-3) Companies and People:

Voluntary Protection Program:

- >Special Devices Inc. Mesa, AZ received by Jeremy Himsel, Safety Manager.
- >Kitchell Contractors Inc. of Arizona, received by Steve Whitworth, President.

Safety & Health Achievement Recognition Program (SHARP)

- >Troche Fertility Centers, received by Owner Laura Troche
- >Hill Brothers Chemical, received by Operations Manager Terry Milligan
- >Schumacher European, Ltd., received by General Manager Kevin Steele

Public Entity Partnership:

Graham County, received by County Manager Terry Cooper

Alliances: Arizona Business Association, received by Chris Brown and Carly Skerven

Training Partnerships:

- >Safety Net Connection, LLC, received by CEO Angie Rolnik
- >Border Construction Specialties, received by General Manager Dan Naegele and Trainer James Harrauld
- >National PEO, received by Dr. Martin Fekete

Chairman's Recognition Award:

>Diane Robinson, HR Yuma County for over 10 outstanding years of partnership with ADOSH Safety and Health Training.

Rehabilitation Award presented by Lisa Clapp to Robert Griffith.

Special Recognition through the ASSE Student Chapter was awarded to Mason Saldana. (See photo below)



Mason Saldana

Continued on pages 2 and 3)



"ICA on the Capitol Lawn" Awards Ceremony March 27, 2017 on the East House Lawn

A Day of Recognition and Honor



ICA Director James Ashley



Arizona State Senator Steve Smith



Laura Troche- Troche Fertility Centers with Babak Emami, CET Supervisor



Arizona State Senator Steve Smith is presented with the Golden Hard Hat Award for his support of workplace safety and health in Arizona.



Robert Griffith and ICA Deputy Director Melinda Poppe



SHARP Award: Schumacher European, Ltd—GM Kevin Steele



VPP Award - Kitchell Contractors, Inc. of Arizona, Steve Whitworth, President



Graham County Public Entity Partnership Award—Terry Cooper County Manager



James Harrahd and Dan Naegle from Borders Construction Specialties





"ICA on the Capitol Lawn" Awards Ceremony March 27, 2017 on the East House Lawn

A Day of Recognition and Honor



Diane Robinson of Yuma County— ICA Chairman's Award Winner



Commissioner Joseph M. Hennelly presents the Commissioner's Rehabilitation Award to Robert Griffith



Dr. Martin Fekete, PhD (VP with National PEO)



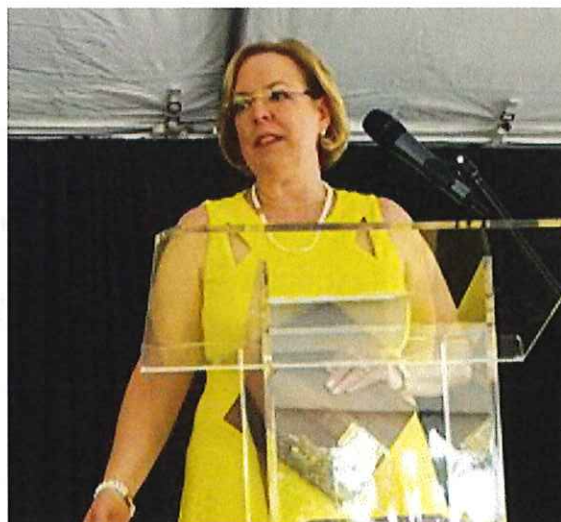
Arizona Business Association Chris Brown, CEO (middle)



Angie Rolnik, CEO Safety Net Connections



ICA's Melinda Poppe and Kara Dimas prepare

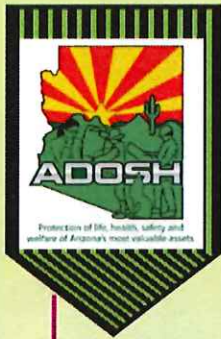


Laura Troche-Troche Fertility Centers



Thank you Senator Smith - Keep up the great work!





Arizona Division of Occupational
Safety and Health presents the
2017 Safety Summit

"EMPLOYEE SAFETY - FROM MINDLESS TO MINDFUL"



There is no charge for this exciting event!

TUCSON REGION

Register for this event on www.ezregister.com/promoters/1607

Join Us for the following classes:

- ♦ Strengthening Management's Role in Safety
- ♦ Employee Safety—is it Mindless or Mindful?
- ♦ Safety Success with ADOSH Consultation
- ♦ Injury and Illness Prevention for the Industrial Athlete / Soldier
- ♦ Drug Testing and Anti-Retaliation
- ♦ OSHA 10 Hour Classes (seating is limited)

...and many more!

Regional Safety Summit

September 13-14

8:00 AM—4:30 PM

Sheraton Tucson

5151 East Grant Road

Tucson, AZ 85712



STRATEGIES FOR AN AGING WORKFORCE Source: CDC

Profound changes continue to unfold in the American workforce as Baby Boomers—Americans born between 1945 and 1964—swell the ranks of our workplaces. This has led many employers to fear the possibilities of negative impacts associated with this demographic trend. On one hand, they are concerned that having age-gifted workers on the job may mean escalating age-related healthcare costs, workers compensation and pension liabilities. On the other hand, they worry about impacts on quality and productivity or an impending shortage of skilled labor as skilled, experienced veteran workers retire. But these concerns haven't been paralyzing. We've learned some employers are looking at the aging workforce issue more broadly, often positively, and have implemented policies and practices that support a more competitive, sustainable and safer workforce, regardless of its overall age. We'll share with you some strategies from our research and partners' research and we invite you to share your own experiences as well.

The Bureau of Labor Statistics estimates that 25% of the workforce will be over 55 in 2020. That's one in four workers — up from one in every five workers just two years ago. Why? In addition to Boomers, the elimination of mandatory retirement and the enactment of age discrimination laws accounts for some of this trend. Better life expectancy and health is partly responsible. And for most, early retirement is largely a thing of the past. Many workers now choose to or must remain in the workforce longer than they had originally planned.

So what about health and safety concerns related to the graying of our offices, retail outlets and factories? There is no consistent relationship between aging and work performance. Although older workers are more likely to have chronic health conditions and physical limitations, these factors are not directly related to decreased work performance in most cases. And there are many advantages to maintaining and hiring older workers. They generally have more experience, better relationships with co-workers, and report less stress at work. Older workers also have fewer non-fatal injuries than their younger counterparts. But when an injury occurs, the injury tends to be more severe and it takes longer for the worker to recover.

Work is beneficial for many of us as we age.

Work may provide access to better healthcare benefits. Emerging research shows a positive



relationship between working longer, better cognitive function and a longer life span. Work keeps us engaged and socially connected with others. It keeps us more technologically savvy and current with the world around us.

The good news is that a well-designed workplace with positive policies and programs to optimize the health of aging workers benefits everyone. When work stations and job tasks are matched to the capacity of each worker, younger or older, everyone benefits. When workplace flexibility is maximized, when work is organized with personal health and well-being principles in mind, and when workplace policies consistently are viewed through their health effects on workers, employers and workers both win. This is also a way for employers to exercise excellent foresight to support ongoing organizational health for their companies and indeed for the U.S. economy, as well as the individual worker's well-being. By preventing stresses or injuries that, over time, can have cumulative negative effects on a worker's ability to work safely and productively, an employer can help assure that the U.S. continues to have a capable, experienced workforce.

Many effective workplace solutions are simple, don't have to cost very much, and can have large benefits if implemented properly with worker input and support throughout all levels of management. Below are strategies for preparing your workplace for an older and healthier, safer workforce. Consider putting these in place today.

- **Prioritize workplace flexibility.** Workers prefer jobs that offer more flexibility over those that offer more vacation days. To the extent possible, give workers a say in their schedule, work conditions, work organization, work location and

work tasks.

- **Match tasks to abilities.** Use self-paced work, self-directed rest breaks and less repetitive tasks
- **Avoid prolonged, sedentary work** — it's bad for workers at every age. Consider sit/stand workstations and walking workstations for workers who traditionally sit all day. Provide onsite physical activity opportunities or connections to low-cost community options.
- **Manage noise hazards** (including excess background noise), slip/trip hazards, and physical hazards, conditions that can challenge an aging workforce more.
- **Provide ergo-friendly work environments** — workstations, tools, floor surfaces, adjustable seating, better illumination where needed, and screens and surfaces with less glare.
- **Utilize teams and teamwork strategies** for aging-associated problem solving. Workers closest to the problem are often best equipped to find the fix.
- **Provide health promotion and lifestyle interventions** including physical activity, healthy meal options, tobacco cessation assistance, risk factor reduction and screenings, coaching, and onsite medical care. Accommodate medical self-care in the workplace and time away for health visits.
- **Invest in training and building worker skills and competencies** at all age levels. Help older employees adapt to new technologies, often a concern for employers and older workers.
- **Proactively manage reasonable accommodations** and the return-to-work process after illness or injury absences.

Require aging workforce management skills training for supervisors. Include a focus on the most effective ways to manage a multi-generational workplace.

<https://blogs.cdc.gov/niosh-science-blog/2012/07/19/agingworkforce/> See Trainers Corner for a Aging Workforce Fact Sheet that can be used to start a discussion with your employees about diminishing physical and mental faculties. Aging Workforce training for Supervisors is a issue that ADOSH is exploring in our efforts to keep our training program relevant and applicable to Arizona's employers.

Trainers Corner: Aging in the Workplace Fact Sheet

By Jenny Mandeville ADOSH Training Officer

With Americans living longer they are also working longer, making older workers an invaluable part of any company. They bring wisdom, knowledge and experience to many aspects of business. They can become mentors for younger and less experienced workers. However, there are certain changes that occur to both the body and mind of every individual as they age, which can effect safety in the workplace if an employer is unaware of them and does not take steps to keep aging workers safe.

Some changes that occur as worker age can include: loss of former strength and muscular flexibility; range of motion becomes limited; loss of sense of balance; deterioration of vision; and the mind and thinking processes react more slowly. All these changes can have an impact on safety in the workplace.

Muscular

As muscles lose mass they also lose strength, making them respond more slowly and tire more quickly. To ensure safety on the workplace after the loss of strength and muscular flexibility, older workers should practice certain safety measures.

- Avoid keeping the muscles in a fixed posture or performing only one kind of movement.
- Avoid twisting the torso while lifting, as it leads to back injuries.
- Keep work activity in the "neutral" zone, the area from the thighs to the shoulders.
- Step up close to the object to be lifted and keep the object close to the body.
- Avoid prolonged bending, particularly below knee level.
- Choose a clear path to the object's destination.
- Lift objects from waist level.
- Use a mechanical aid or get help from coworkers if the object is too heavy.
- Avoid repetitive tasks by incorporating job rotations.
- Avoid prolonged standing and prolonged sitting.
- If prolonged standing is necessary, provide anti-fatigue mats.
- Avoid extreme demands on the joints.
- Exercise at least 30 minutes every day to keep fit and flexible. Start with ten-minute increments.

Balance

Older workers may find they have a problem with balance. Inner ear problems and a tendency to deafness in one ear can also lead to problems with balance. This may be the reason why older people experience more falls and broken bones. Slips and falls account for 14 percent to 40 percent of non-fatal occupational injuries. Injuries involving falls are more common to older workers.



Older workers can take certain safety measures to ensure safety in the workplace when there may be balance loss.

- Perform strength and balance training to maintain the sense of balance.
- Exercise in a swimming pool to provide a reduced weight-bearing environment. This can be especially helpful.
- Avoid marble, polished wood, and tile flooring where possible. Wear good fitting footwear with non-slippery soles and preferably lace up shoes.

Employers can apply safety practices in the workplace to prevent falls and other significant injuries to older workers and other employees.

- Maintain exterior walkways in good condition. Check for uneven surfaces, cracks, accumulation of debris, and weather hazards due to rain, snow, or ice.
- Match work with abilities. Some older workers are at risk if required to use ladders or scaffolds.
- Practice good housekeeping and keep walkways clear and free of obstructions.
- Clean up spills immediately and keep floors and carpets in good repair.
- Use absorbent materials to reduce slipping.
- Avoid equipment that obstructs vision, especially peripheral vision.
- Use high contrast colors on risers and treads on stairs.

- Use bright lighting and provide handrails.
- Use non-slip surfaces on the stair treads.
- Use color contrast to identify different raised or uneven areas.
- Provide good environmental lighting.
- Encourage the use of handrails.
- Encourage slip resistant low-heeled shoes on the job.
- Minimize background noises to accommodate hearing problems.
- Use sound-absorbing construction material.
- Avoid creating locations that have echoes.

Circulatory

Circulatory problems affect people as they age, causing them to feel cold and heat more acutely. In the summer time, employers are aware that outside workers need more water and rest breaks to cope with heat stress. These precautions especially apply to the older worker, since age, weight and medications often interfere with body functions that naturally cool the body. In the winter, employers should protect workers against low temperatures, dampness, cold water, and wind conditions. Hazard abatement should be an employer's first choice in worker protection, followed by protective equipment for all workers, not simply the older workers.

Respiratory

Respiratory functions decline from 15 percent to 25 percent from age 20 to age 65. Oxygen uptake sharply declines after the age of 50, making intense physical activity more difficult for older workers. Older workers should practice safety when performing their duties and other physical activity in the workplace.

- Avoid strenuous work in hot/humid or cold environments.
- Reduce exposure to temperature extremes.
- Take precautions to avoid dehydration in hot environments. Drink plenty of non-caffeinated /non-alcoholic beverages.
- Avoid physically demanding work if the worker is not conditioned for such work.
- Take frequent breaks.
- Allow for self-paced work rather than machine paced work.

(Continued page 7)



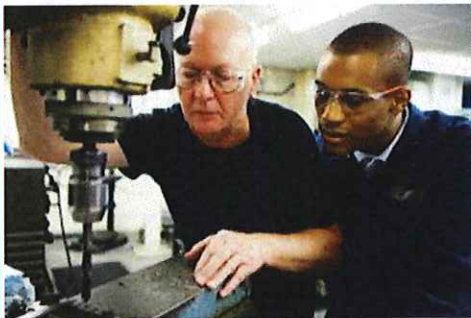
Trainers Corner: Aging in the Workplace Fact Sheet (continued)

Vision

Vision begins to deteriorate for many people in their forties sometimes requiring prescription glasses to correct various eye problems. Workers may need prescription safety glasses in their jobs. Employers can protect older workers with vision problems by making adjustments in the workplace.

(Continued on next page)

- Improve contrast between objects by increasing the candlepower of the existing lighting.
- Install brighter lighting in the workplace.
- Install glare screens on computers to prevent eyestrain and headaches.
- Avoid shades of blue, blue on green or blue on black in the work environment; older workers have difficulty in distinguishing between these colors.
- Make signs clear, easily seen and easy to read and follow.



- Eliminate the need for older workers to constantly move between bright areas and shady or dim areas.
- Reduce glare by using shades, awnings, diffuse light sources, adjustable lighting, and indirect lighting.
- Encourage workers to get their eyes checked regularly.

Mental

Certain mental processes do tend to decline with aging. Studies have shown that the greatest mental abilities occur in the 30s and 40s and then start to minimally decline in the late 50s and early 60s, but only to a small extent. Not until after the early 80s do 30 percent to 40 percent of people experience a significant decline in their mental capacity.

Mental processing and reaction time does slow with age and older people will take longer to process mental tasks than their younger coworkers.

Given enough time, older workers can perform mental tasks just as well as their younger counterparts.

It is important to note that changes in physical condition and mental ability do not happen to everyone as they age. There is a wide variety in ability among aging individuals and since functional decline is small it should not interfere with normal day-to-day tasks. Older workers may take longer to learn new tasks, but they are still capable of learning new things.

Workers need to continue to exercise all their faculties, both mental and physical, if they wish to avoid a decline in their abilities. To keep the mind active and prevent further mental decline older workers can learn a new language, solve cross-words puzzles, and play games that require thought and strategy.

There are practices older workers can do to help their mental processes during their daily duties.

- Compile to-do lists.
- Make notes on the job.
- Keep a calendar to track events and appointments.
- Leave phone messages for oneself.

www.tdi.state.tx.us/wc/safety/employers.html

This fact sheet was developed with information from the PMA Insurance Group (*Maximizing An Older Worker's Value*, May 2005); US Department of Labor (OSHA *Offers Tips to Protect Workers in Cold Environments*, OSHA News Release 1998); Occupational Hazards (*How to Protect the Aging Workforce*, Cynthia L. Roth, January 2005). The Texas Department of Insurance, Division of Workers' Compensation (TDI, DWC)

OSHA STANDARDS UPDATE

Recordkeeping: OSHA is not accepting electronic submissions of injury and illness logs at this time, and intends to propose extending the July 1, 2017 date. Updates will be posted to the OSHA Recordkeeping webpage when they are available.

Silica Enforcement: **Construction** - September 23, 2017. **General Industry and Maritime** - June 23, 2018, two years after the effective date. **Hydraulic Fracturing** - June 23, 2018, two years after the effective date for all provisions except Engineering Controls, which have a compliance date of June 23, 2021

ADOSH Assistant Director Larry Gast Retires

Assistant Director Larry Gast has our best wishes as he retires from ADOSH. Larry has been a valuable and appreciated addition to our ADOSH family. ADOSH Director Bill Warren presents Larry with an Arizona State Flag that was flown for him specifically at the Arizona State Capitol. Additionally, a plaque from the ICA was presented. Good luck Larry, the safety community is small and we will surely see you soon and renew our friendships!



ADOSH Alliances

by Jessie Atencio ADOSH Assistant Director

Throughout my travels across our great state, many businesses and organizations continue to have the same question: **What is an Alliance with ADOSH?**

Alliances are an important part of any OSHA program that allows for industry and organizations to work hand and hand to impact an industry proactively with safety and health information. ADOSH currently has four Alliances that include: Arizona Chapter Associated General Contractors, Arizona Builders Alliance, Arizona Business Association, Arizona Utility Contractors Association, ASU School of Sustainable Engineering and the Built Environment, Roofing Alliance, and the Stucco Alliance.

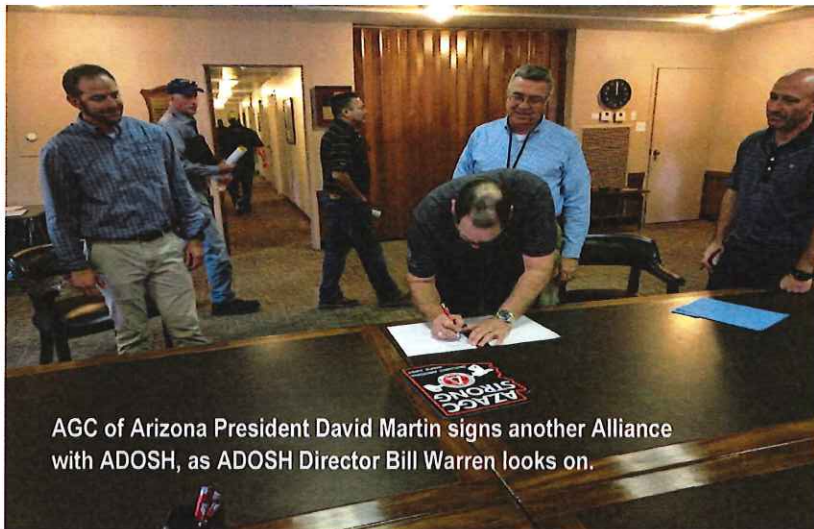
Each Alliance works on strategies in a work plan for the industry they represent. All members sign an agreement with ADOSH that has deliverable measures for success. Recently Alliances have helped with heat stress videos, coordination of construction trades to participate in the National Stand Down Event for Fall Protection, and promote other ADOSH Partnership programs available to their members. Working with our community is highly valuable therefore these Alliances will always be a part of our business model.

Over the past year the Roofing Alliance has been working to increase fall protection awareness in the construction industry. At this time there are 11 of the largest roofing contractors in the State and they would like to invite other peers for their meetings. Roofing Alliance meetings are free and take place on every third week of the month on the Tuesday at 9 am. All meetings are held in Hearing Room O of the ICA Phoenix office. If you would like more information please call 602-542-1693.

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If you would like more information please call 602-542-1693.



AGC of Arizona President David Martin signs another Alliance with ADOSH, as ADOSH Director Bill Warren looks on.



Safety Co-Chairs Tom Melton and Chris Bagby add their signatures to the agreement after Bill Warren and David Martin.



The Industrial Commission of Arizona, ADOSH and the Roofing Alliance Members discuss Fall Protection Hazard Awareness.

ICA Executive Staff and ADOSH Director Bill Warren speak with construction trade stakeholders in Flagstaff about the Roofing Alliance.



ADOSH Alliance Announcement

Our Roofing Alliance is Looking for New Members!



Working for Safety

The Arizona Division of Occupational Safety and Health (State OSHA Program), is in a Alliance with 11 of the largest Roofing Companies working in the State.

Alliance members focus on:

1. Training for employees
2. Develop materials for fall protection awareness
3. Communicate fall protection measures that work and best practices above the OSHA Standards
4. Discuss current ADOSH Enforcement

If you are interested in joining...

Date of Meeting: Third Week of Every Month — Tuesdays
Location: 800 West Washington Street, Phoenix, AZ 85007—Hearing Room O
Time: 9:00 AM
Cost: Free
Additional Information Call: 602-542-1683
Or Contact one of our Alliance Members directly:



(602) 237-2478



(602) 997-0529



(602) 870-8322



602-595-8589



Hazards During Heat and Monsoon Season!

by Jenny Mandeville, ADOSH Training Officer



Okay, we know we don't have to tell you it's getting warmer every day and soon Arizona will be deep into the over 100 days of 100-plus degrees and the monsoon! Summer monsoon provides relief from the heat while it also brings flash floods, dust storms, strong winds, lightening, and dangerous fires that can harm people and property. In the Southwest, lightening has ignited more than 2,300 fires annually since 2001, burning approximately 277,000 acres per year. (NOAA <http://www.climas.arizona.edu/sw-climate/monsoon>) After a couple of monsoon active weeks, the wildfire threat eases but the heat continues, with higher humidity which can intensify heat illness hazards; and then it's time for Haboobs (dust storms) to appear.

July, August and September have been active months for dust storm activity, and we have had some colossal storms in the past few years! We usually have some warning when a gigantic dust storm, (also referred to as a "Haboob" since our military's activity in the middle east countries; it is the Arabic word for "blowing furiously.") You can be alerted on your cell-phone when a storm is in your area by downloading a weather app with that capability.

The National Weather Service (www.weather.gov) has stated that the coming monsoon season is typical with a slight El Nino influence. When they predict "typical" it means that the season is unpredictable! This means that it is each employer's duty to know the weather conditions in which employees are assigned to perform work, (i.e., temperature, humidity, thunderstorm activity, and dust storm potential) and provide intervention, based on the hierarchy of controls, to prevent heat illness, injury and respiratory disease.

Dust storms during the monsoon season can harbor a fungus, coccidioidomycosis (also

known as Valley Fever) that causes a lengthy respiratory illness and can even take a disseminated form and attack vital organs, bones and skin. Long-time residents of the state may have already been exposed to the fungus, however new employees to the state need to receive specific training about the hazards of dust storms and protective measures to adopt during these events. Protocols for driving and working, including clean-up operations, during and after blowing dust should be developed and exposure eliminated as even a small amount of dust can carry the fungus. Az Dept of Health Services can provide guidance through their Valley Fever awareness campaign. (www.azdhs.gov)

ADOSH encourages employers to attend our scheduled classes regarding Heat Stress and Haboob Safety to receive information and training resources that can help each employer assess hazards and train their own employees on these hot topics.

Heat Stress is an ever present threat throughout the months of May—September. ADOSH recommends taking action when the employee demonstrates any signs of heat intolerance, before the body's temperature control mechanisms are compromised and heat stroke takes hold. Employees demonstrating profuse sweating, weakness, nausea, confusion, should be considered to be in need of medical intervention even though the worker feels cool to the touch. Then when s/he is able to resume work, they must be put on a schedule for acclimatization. Remember that workers suffering from heat exhaustion are at greater risk for accidents, since they are less alert and can be confused.

When heat stroke doesn't kill immediately, it can shut down major body organs causing acute heart, liver, kidney and muscle

damage, nervous system problems, and blood disorders. The employee could suffer a lifetime of ill health from damaged organs and vital body systems, even though they survive the heat stroke event. See OSHA's Water, Rest, Shade Campaign at:

www.osha.gov/SLTC/heatillness/osha_heattraining_guide_0411.pdf

When training our employees about heat stress, it is just as important to talk about actions to take in off-duty hours as it is about work hours.

Rehydrating must continue during non-working hours to prepare the worker for the next day, so decisions made in off-duty hours can hinder worker readiness. Consumption of alcohol and caffeine can compromise the body's ability to retain fluids.

Likewise, heavy lunches can direct the blood to the digestive system rather than to the peripheral areas which interrupts the body's cooling mechanisms. Smaller meals, interspersed with frequent snacks and drinks can help keep the worker cooler. Workers showing signs of drowsiness after lunch is consumed may indicate that digestive system is pulling away blood volume used for cooling.

Lethargy during hot weather can also indicate a worker's intolerance to the heat, and training regarding sufficient sleep for optimum performance could be another valuable training topic.

Training could also include being aware of fabric content and the wicking ability of certain fabrics to help with cooling through evaporation. Generally cotton is used for T-shirts and jeans, but cotton-poly blends are often found in uniform shirts and pants. Rule of thumb: The higher the percentage of polyester, the less air movement through the fabric and consequently less cooling. Search the internet for new fabrics especially intended for hot humid environments. The fabrics dry quickly allowing for a cooling effect even though they contain nylon.

Ask employees on medications to discuss with their physician whether the medication could affect their ability to work in the heat. According to the American Academy of Family Physicians, there are quite a few medications that can make it more difficult to control body temperature, from diuretics to beta blockers.

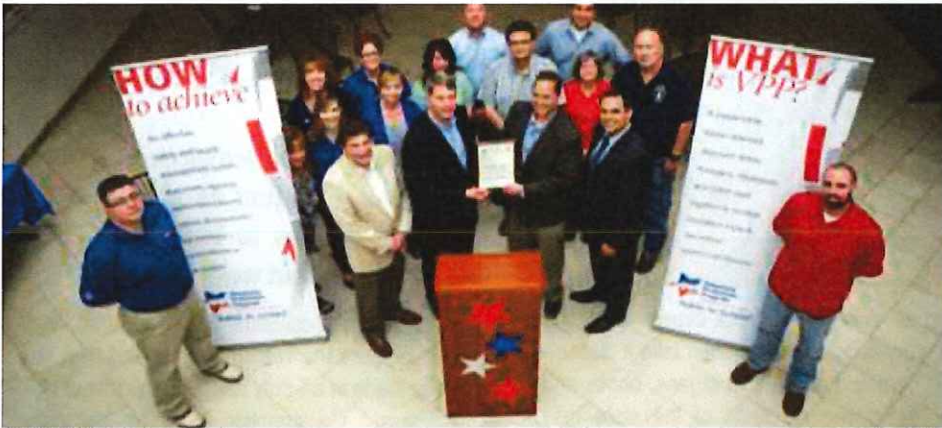
If you need training materials on Heat Stress or Haboob Hazards, call 602-542-1769 for a DVD.



Voluntary Protection Program

Ducommun Inc., Print Pack, Yuma Cogeneration, Kitchell

Every ADOSH Advocate we like to promote our exemplary partners so that others in the community can see what it takes to be the very best at safety and health management systems. While we approach our final quarter, of the federal fiscal year, the staff and I the opportunity to once again learn from our Voluntary Protection Program leaders.



Above: **Ducommun Incorporated** continues to integrate management and employee involvement through daily tier board meetings where metrics are measured and sustained. Safety is incorporated at all meetings for communication amongst the participants.



Yuma Cogeneration recently completed their VPP recertification. This small, but highly robust site, continues to show why they are a VPP Star site in Arizona. The site maintains an active safety and health committee that meets to address hazards, concerns, and near-misses at the power plant. Routine training is provided for all employees that includes Special Government Employee (SGE) training. The site has one of 23 SGE's in the state. Mr. Miguel Zamerano has been a great help to ADOSH as an SGE and also took back some best practices from other sites he visited. The company is celebrating their fourth recertification.

Below: Yuma Cogeneration SGE Miguel Zamerano and ADOSH Assistant Director Jessie Afencio hold up the VPP flag for the employees and their spouses to see.



Above: ICA Chairman Dale Schultz presents the VPP Star plaque to Yuma Cogeneration Plant Manager Lawrence Ornelas.

ADOSH is proud of all work sites with injury/illnesses and DART rates well below the national average for their industry as well as robust SHMS that helps to reduce or eliminate hazards. For more information on our VPP Program please call 602-542-1769.



Kitchell Contractors Inc. of Arizona had two projects go through a C-VPP audit. The first site, Phoenix Children's Hospital Expansion Project in Central Phoenix. The second site, Banner Health Regional Hospital Expansion Project in Casa Grande. The two sites were audited for safety and health management systems that included the trades and their employees. Both sites had routine meetings with a proactive measure that had the larger trades on site lead the daily safety meetings. These are the third and fourth Star sites for Kitchell.

Print Pack, located in Prescott Valley had recertification celebration in April. The site leadership and employees created a culture of safety for anyone stepping foot in their plant. The company continues to use best practices whenever possible. During the ADOSH VPP audit, the Print Pack leadership team demonstrated a new safety feature for their forklifts in the warehouse. All forklifts were fitted with blue lights at the top of the roll-over protection system and light up the pathway so that employees would have another level of awareness of the forklift's travel. This is the company's fourth VPP Star celebration.



Above: ICA Chairman Dale Schultz and ADOSH Director Bill Warren provide Print Pack HR and EHS Coordinator Jeff Combs with the VPP Plaque.

Below: Chairman Dale Schultz and ADOSH Director Bill Warren expound upon the importance of the VPP Program and Print Pack's community involvement.



Register online at www.ezregister.com/promoters/1607

ADOSH Education and Training Calendar July-Sept 2017

Registration for each class begins 30 days prior to the date of the class. Most classes are free of charge but are subject to change or cancellation with out notice. Some classes or seminars listed are not exclusively sponsored by ADOSH and may carry a nominal fee to cover the costs of course materials, space or equipment rental, etc. NOTE: The phone number or web address listed for each class is the number that participants need to call for class questions and are not direct numbers to the ADOSH trainer. Registration Problems? Call the number listed for each class.

July 2017 Register at www.ezregister.com/promoters/1607

7/6/2017	9:00 -12:00	Forklift Train-the-Trainer	2675 E Broadway Blvd	Tucson	Ornelas	520-628-5478	S Sinohui
7/11/2017	9:00 -12:00	Hazard Recognition and Controls General Ind	1450 N Hohokam Dr.	Nogales	Ornelas	520-628-5478	S Sinohui
7/12/2017	9:00 -12:00	Construction Focus Four (Limited Seating)	2675 E Broadway Blvd	Tucson	Ornelas	520-628-5478	S Sinohui
7/19/2017	10:00 - 12:00	Heat Stress and Haboob Hazards	800 W Washington St	Phoenix	Mandeville	602-542-1769	C Trujillo
7/25/2017	9:00 -12:00	Bloodborne Pathogens Exposure Control Plan	2675 E Broadway Blvd	Tucson	Ornelas	520-628-5478	S Sinohui
7/26/2017	10:00 - 12:00	Safety and Health Management Systems	WEBINAR ONLY	Phoenix	Mandeville	602-542-1769	C Trujillo
7/27/2017	9:00 - 12:00	Machine Guarding Principles	135 W Pinal St. (Old Court-house)	Florence	Ornelas	520-628-5478	S Sinohui
7/27/2017	1:00 - 4:30	Aerial Lift and Ladder Safety with Borders	199 S 6th St (Public Safety Bldg)	Cottonwood	Mandeville	602-542-1769	C Trujillo

August 2017 Register at www.ezregister.com/promoters/1607

8/1/2017	8:00 - 11:00	Confined Spaces Safety Awareness	135 N Pinal St Rm 142	Holbrook	Ornelas	520-628-5478	S Sinohui
8/1/2017	1:00 -4:00	Hazard Recognition and Controls General Ind	135 N Pinal St Rm 142	Holbrook	Ornelas	520-628-5478	S Sinohui
8/2/2017	10:00 - 12:00	OSHA Training Requirements	WEBINAR ONLY	Phoenix	Mandeville	602-542-1769	C Trujillo
8/3/2017	8:30 -12:30	Forklift Train-the-Trainer	800 W Washington St	Phoenix	Mandeville	602-542-1769	C Trujillo
8/10/2017	8:00 -11:00	Lockout - Tagout	180 N 9th Street	Showlow	Ornelas	520-628-5478	S Sinohui
8/10/2017	12:00 -2:00	Preventing Back Injuries	180 N 9th Street	Showlow	Ornelas	520-628-5478	S Sinohui
8/15-16/ 2 017	8:00 - 4:00	OSHA 10 Hour Construction (Limited seating)	3715 Sunshine Dr. (Public Works Bldg)	Kingman	Mandeville	602-542-1769	C Trujillo
8/15/2017	9:00 - 12:00	Excavation Safety Awareness	2675 E Broadway Blvd	Tucson	Ornelas	520-628-5478	S Sinohui
8/17-18/ 2017	8:00 - 4:00	OSHA 10 Hour Construction (Limited seating)	3715 Sunshine Dr. (Public Works Bldg)	Kingman	Mandeville	602-542-1769	C Trujillo
8/17/2017	9:00 - 12:00	Aerial Lift, Ladder and Scaffold Safety Awareness	800 W Washington St	Phoenix	Ornelas	602-542-1769	C Trujillo
8/22/2017	9:00 -12:00	Construction Focus Four	WEBINAR ONLY	Tucson	Ornelas	520-628-5478	S Sinohui
8/24/2017	8:00 - 11:00	Fall Protection in General Industry and Construct	180 N 9th Street	Showlow	Ornelas	520-628-5478	S Sinohui
8/24/2017	12:00 - 3:30	Excavation Safety Awareness	180 N 9th Street	Showlow	Ornelas	520-628-5478	S Sinohui
8/29/2017	9:00 -12:00	Accident Investigation w/Pima Co. Risk Mgr	2675 E Broadway Blvd	Tucson	Ornelas	520-628-5478	S Sinohui



Register online at www.ezregister.com/promoters/1607

ADOSH Education and Training Calendar July—Sept 2017

September 2017 Register at www.ezregister.com/promoters/1607

9/5/2017	9:00 - 12:00	Silica Hazard Awareness	2675 E Broadway Blvd	Tucson	Ornelas	520-628-5478	S Sinohui
9/7/2017	9:00 -12:00	Hazard Recognition & Controls General Industry (Limited Seating)	2675 E Broadway Blvd	Tucson	Ornelas	520-628-5478	S Sinohui
9/13-14/2017	8:00 - 4:00	Regional Safety Summit at Sheraton Tucson	5151 East Grant Road	Tucson	STAFF	520-628-5478	S Sinohui
9/19/2017	9:00 - 12:00	Assisted Living / Home Healthcare Safety	WEBINAR ONLY	Tucson	Ornelas	520-628-5478	S Sinohui
9/20/2017	10:00 -12:00	Managing Written OSHA Programs	WEBINAR ONLY	Phoenix	Mandeville	602-542-1769	C Trujillo
9/21/2017	9:00 - 12:00	Hand and Power Tool Safety	2675 E Broadway Blvd	Tucson	Ornelas	520-628-5478	S Sinohui
9/27/2017	10:00-12:00	Bloodborne Pathogens Exposure Control	800 W Washington St	Phoenix	Ornelas	520-628-5478	S Sinohui
9/27/2017	1:30 -3:30	OSHA 300 Recordkeeping - Electronic Entry	800 W Washington St	Phoenix	Mandeville	602-542-1769	C Trujillo

Join us for Webinar Wednesdays! (mostly)



7/26/2017	10:00 - 12:00	Health and Safety Management Systems
With ADOSH Training Officer Jenny Mandeville		
8/2/2017	10:00 - 12:00	OSHA Training Requirements
With ADOSH Training Officer Jenny Mandeville		
8/22/2017	10:00 -12:00	Construction Focus Four (Tuesday)
With ADOSH Training Officer Joe Ornelas		
9/19/2017	10:00 - 12:00	Assisted Living/Home Healthcare Safety (Tuesday)
With ADOSH Training Officer Joe Ornelas		
9/20/2017	10:00—12:00	Managing Written OSHA Programs
With ADOSH Training Officer Jenny Mandeville		

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Enroll on ezregister for your sign-in info



Indulge in your favorite Snack!
We can't see you!

Register online at www.ezregister.com/promoters/1607

NOTES: EZRegister Instructions: TYPE in www.ezregister.com/promoters/1607 in your URL address bar and enter. All of ADOSH's classes will be listed and you can click on the class you want to attend. Fill in the form and save it to your calendar! Simple and time-saving. If there are any changes we will let you know via email. Webinars are scheduled and when you sign up for the class, a return email will include materials for the class and log-on information. Please register early for training classes and leave contact information. Some classrooms may be limited in size and will require us to limit enrollment. If there are not enough enrolled for the class (10 or more) or if there is an unexpected emergency or illness, the class may be cancelled. While ADOSH tries to contact each student in the event of a cancellation via, if you are traveling a distance, we encourage you to call the day before the class to confirm that the class will still be held as scheduled. **Call the number listed on the roster.** Finally, please be courteous during cold and flu seasons and do not attend the class if you are suffering symptoms of illness. Viruses are highly contagious and we want to keep all students and instructors healthy during all times of the year. *See you in class!*



A Thousand Words...**"After all...what are friends for?"****ADOSH SAFETY SUMMIT NEWS**

Prescott Valley Summit Cancelled due to venue repairs!
The Prescott Valley Library will be making repairs to the roof of the building during the time scheduled to hold the Summit. In consideration of this we have cancelled the one-day Summit in the Prescott area.

This year we will be holding one more one-day Mini-Summit in Yuma in October.

Two-day Summits will be held in Tucson in September and Phoenix in November. (See the flyer in this issue to mark your calendar and save the dates!) Registration begins 6 weeks prior to the event.

Our theme this year is "Employee Safety - Is It Mindless or Mindful?" Attend the Summit in your area and also come to Phoenix or Tucson for the additional breakout classes. You CAN have it all! 10 Hour classes will be held only during the 2 day events in Phoenix and Tucson. Enroll at ezregister.com to reserve a space for limited seating. (40 seats per class either Construction and General Industry)

VENDORS: If you are interested in a free vendor space at the Summit call 602-542-1769! Meet safety professionals and business owners from all over the state and demonstrate your newest product lines!

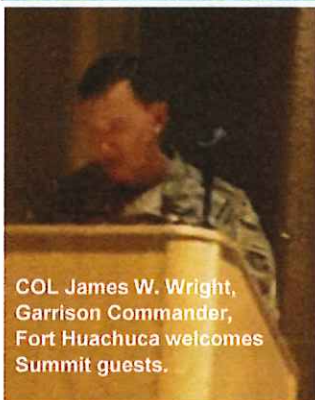
THE IN-BOX
Heat in Confined Spaces


Q: How hot must it be in an attic that is a confined space for it to be considered a permit required confined space?

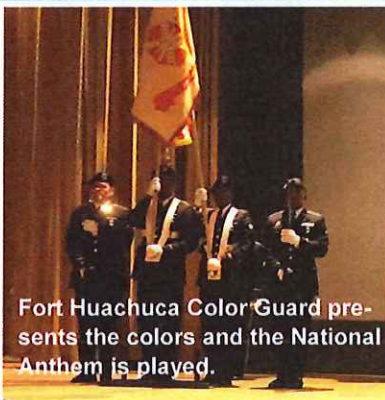
A: Extreme heat can be considered a serious physical hazard in attics such that the attics could be considered permit-required confined spaces. OSHA has not quantified how hot it must be to trigger the permit-required confined space requirements. However, the heat must be so extreme that it could potentially impede an entrant's ability to exit the attic without assistance. Factors that ADOSH would consider are (1) the temperature of the space while work is performed, (2) the nature and duration of the tasks performed in the heat, and (3) whether the entrant is acclimatized to work in extreme heat. A short-duration, light-duty task performed in a hot attic would typically not constitute a physical hazard triggering the permit-required confined space requirements. In addition, measures to control the heat in an attic (e.g., use of a fan) will be considered by ADOSH in determining whether a serious hazard exists in the first instance. A fan may not offer adequate cooling when the ambient air temperature is over 92F. When possible, schedule annual maintenance work in attics for cooler weather months. Plan ahead for entry into attics during hot weather by preparing workers for heat. (See the Heat and Monsoon Hazards article in this issue for training ideas.)



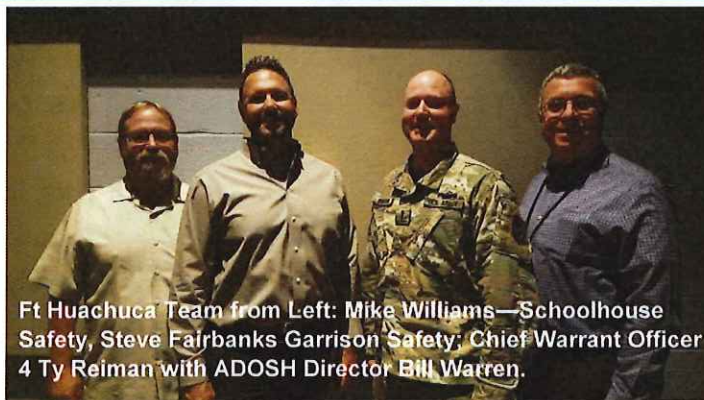
ADOSH OUT AND ABOUT: Ft. Huachuca / Sierra Vista Summit



COL James W. Wright, Garrison Commander, Fort Huachuca welcomes Summit guests.



Fort Huachuca Color Guard presents the colors and the National Anthem is played.



Ft Huachuca Team from Left: Mike Williams—Schoolhouse Safety, Steve Fairbanks Garrison Safety, Chief Warrant Officer 4 Ty Reiman with ADOSH Director Bill Warren.

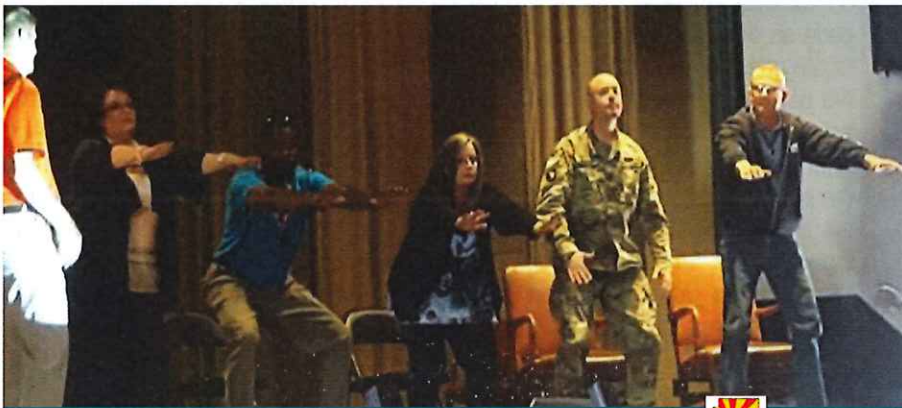


Dr. Anthony Hall, DC instructs attendees regarding the prevention of strains and sprains through innovative movement and proper body mechanics.



Left photos: Keynote Speaker Mark Norton, of Norton Safety Services taught attendees about the need for engaged management and employee involvement for a successful safety culture. Mark presented two classes during the morning hours of the Summit lending his vast knowledge and expertise to our event.

Below left: No, it's not the Zombie Apocalypse! Dr. Tony Hall had us practicing balance and correct body movements to save wear and tear on our knees and back! Fun!
Below right: ICA and ADOSH personnel were given a tour of Ft Huachuca on the day following the Summit, by CW4 Reiman and Mike Williams, Schoolhouse Safety.



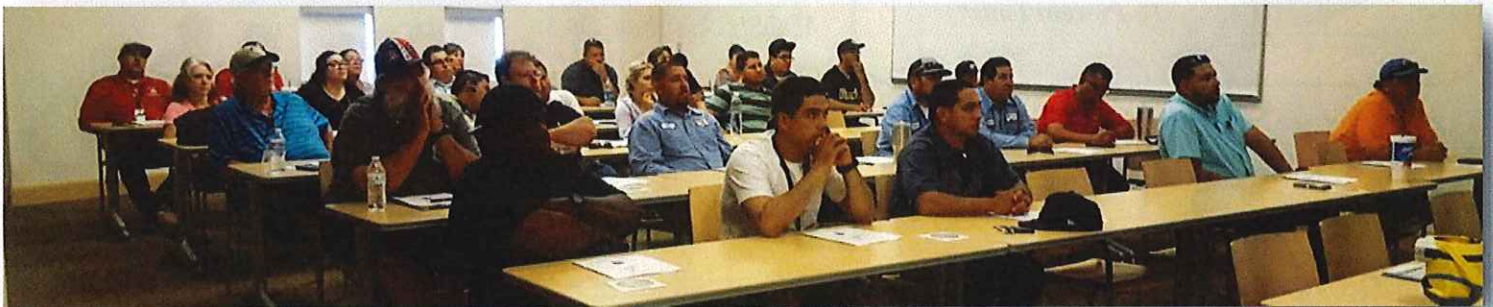
ADOSH OUT AND ABOUT: ARPA's MSHA Spring Thaw, ABCs of Fall Protection and Confined Space Classes



ICA Chairman Dale Schultz and ADOSH Assistant Director Jessie Atencio were invited to speak by ARPA President Steve Trussell at the MSHA Spring Thaw event.



ADOSH Training Officer Jenny Mandeville delivers Confined Spaces Standard Training in Yuma County.



Yuma County Region employers and employees really turn out for ADOSH's free safety and health training classes! Thanks Yuma!



Cordy Berg (3M/DBI) demonstrates self-rescue and descent devices and teaches a student about the use of trauma straps to prevent orthostatic intolerance during our ABCs of Fall Protection and Rescue Planning class in Phoenix on June 2, 2017.



Guest Trainer Mark Delima, from American Rescue Concepts, trains Confined Space students regarding the importance of air monitoring in confined spaces.



Fall Protection Stand-down in Arizona!

The National Stand-Down for Fall Protection took place on May 8th—12th, although in Arizona is started a week earlier on the 4th of May. Our kick-off event was held in Tucson hosted by Sundt and DPR Construction companies who are in a joint venture to build the University Medical Center Expansion Project. The joint venture had all trade employees, over 400, gather around the south man hoist platform to listen to an informative presentation on ladder safety. The ICA Chairman Dale Schultz and ADOSH Assistant Director Jessie Atencio provided the audience with a reminder on working safely through pre-planning and making the right choices while on the job. Trade employees were presented with this year's ADOSH Stand-Down Event Sticker to place on their hard hats.



**ADOSH NATIONAL STAND DOWN
EVENT 2017**

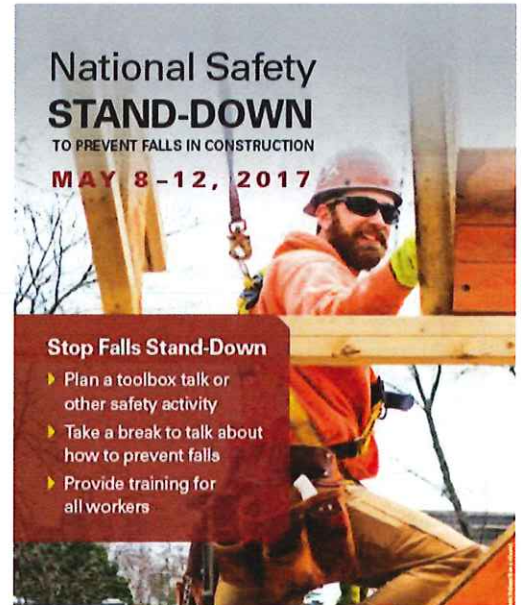
*"Working With Businesses
To Prevent Falls"*

ADOSH provided special hard hat stickers to all employees on the jobsites visited by the ICA Chairman and ADOSH Assistant Director.

This model for presentation was duplicated throughout all the State. Sites were individually visited in Flagstaff, Tucson, and greater Phoenix area. Some of the visits included:

- DPR Construction
- Sundt Construction
- Archer Western Contractors
- AZ Rock Products
- AECOM Hunt
- Austin Industries
- Diversified Roofing
- Border Construction Specialties
- AZ Associated General Contractors
- AZ Builders Alliance
- America Roofing
- Harris Rebar
- Raytheon Missile Systems
- Petersen Dean Roofing—Phoenix & Tucson
- JE Dunn Construction
- Rowley Plastering
- BFL Construction
- Hensel Phelps
- Loven Contracting
- Maracay Homes
- Lloyd Construction
- Sun Eagle Corporation

Overall 25 sites were visited by the Industrial Commission of Arizona and ADOSH. ADOSH would like to thank all those who allowed us to visit and speak with the trade partners about the importance of fall protection while working.



Fall Protection Stand-down in Arizona!



ICA Chairman Dale Schultz and ADOSH Assistant Director Jessie Atencio address the Sundt / DPR joint venture project in Tucson.



Archer Western Contractors had their new project all in with fall protection safety.



HUNT Austin joint venture had an early stand down for fall protection meeting. Vice Presidents and company leadership from HUNT and Austin were present for the meeting.

Fall Protection Stand-down in Arizona!



ICA Chairman Dale Schultz and ADOSH Assistant Director Jessie Atencio visited JE Dunn Construction jobsite at the ASU main campus.

The two spoke about the importance of planning the day before you work.



Employees
45-54
years old
are the most likely to
die from a **fall** while
working in construction

BLS data 2015

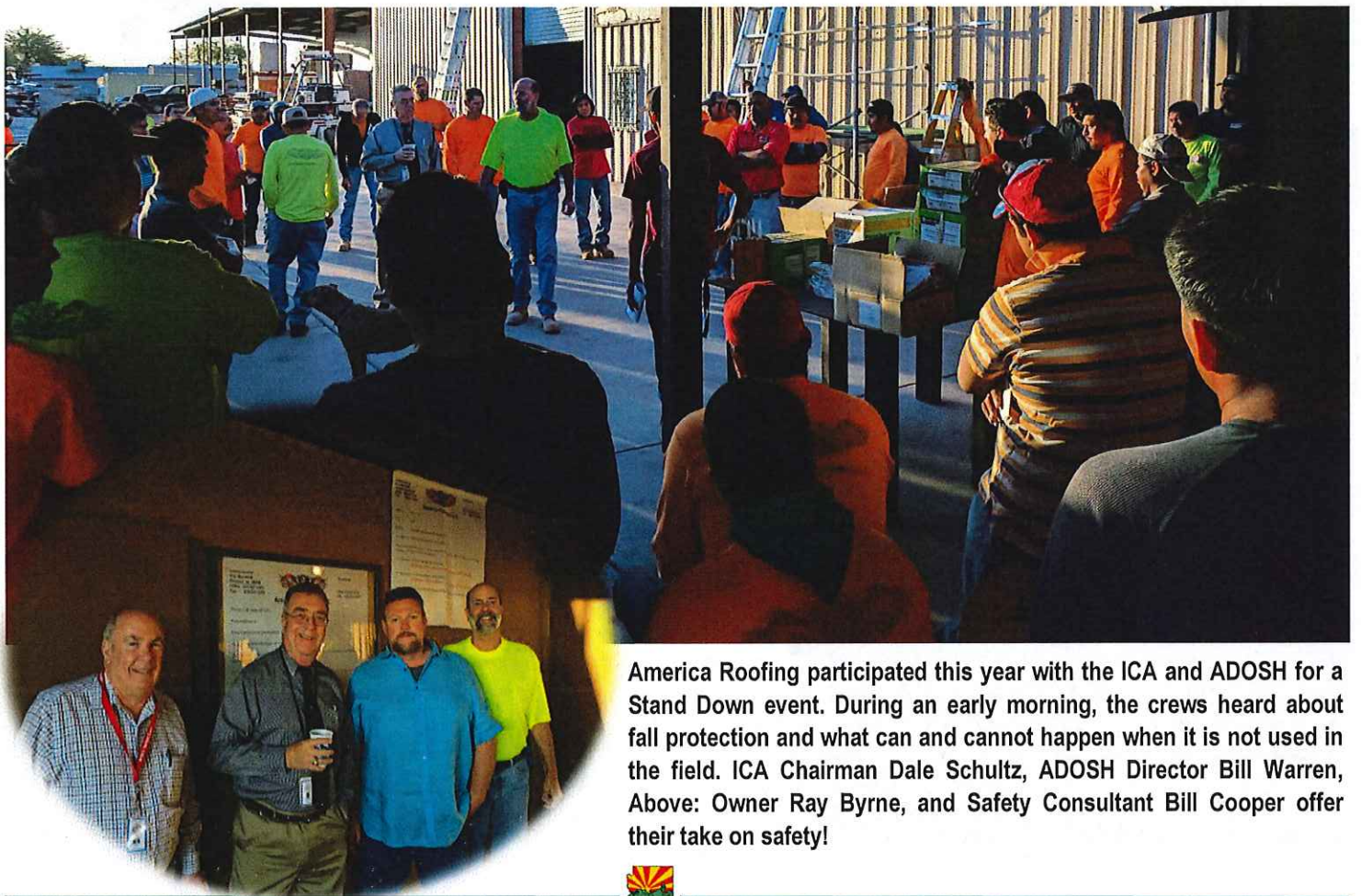


McCarthy Building Companies had a stand down event at noon where Border Construction provided a fall protection demonstration.

Fall Protection Stand-down in Arizona!



During the Safety Committee meeting in May, AGC and ABA members took time during the meeting to incorporate fall protection awareness. Dan Naegele and James Harrauld demonstrated fall protection for Border Construction while members looked on.



America Roofing participated this year with the ICA and ADOSH for a Stand Down event. During an early morning, the crews heard about fall protection and what can and cannot happen when it is not used in the field. ICA Chairman Dale Schultz, ADOSH Director Bill Warren, Above: Owner Ray Byrne, and Safety Consultant Bill Cooper offer their take on safety!



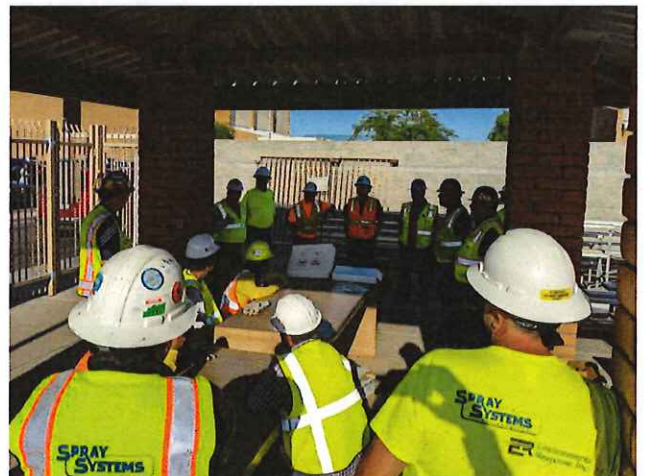
Fall Protection Stand-down in Arizona!



Above and Below: Maracay Homes had a large crowd on hand at their east valley (Gilbert) property to hear about scaffold safety awareness and fall protection demonstration.

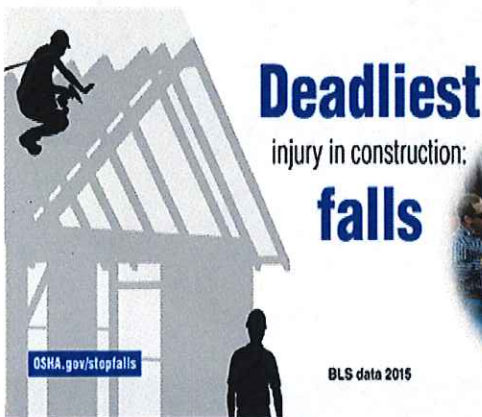


Sun Eagle Corporation opened their project on the week of the Stand Down event and allowed the ICA Chairman and ADOSH Assistant Director Jessie Atencio to speak about fall protection.



Fall Protection Stand-down in Arizona!

Loven Contracting in Flagstaff invited the ADOSH Assistant Director to participate in their Stand Down event. The event centered around making safety minded decisions on the job as well as proper ladder use (below center.)



Above: BFL Contractors had a Stand Down event at their Tucson project. The event had a raffle for those that could answer questions about fall protection correctly. ICA Chairman Schultz and the ADOSH AD Atencio spoke about the day.

Fall Protection Stand-down in Arizona!



Left and Below: Hensel Phelps had a large Stand Down event in Tucson. The project kicked-off with the Safety Manager speaking about the reason why we are safe. The ICA Chairman Shultz and ADOSH AD Atencio spoke about the use of fall protection in the field.

FALLS
account for
37%
of **deaths** in
construction

BLS data 2015



Lloyd Construction had a mass training session at their central office where Cordy Berg from 3M/DBI held an outdoor demonstration of fall protection and descent systems. Employees and Supervisors listened to ICA Chairman Shultz speak about our progress towards reducing workplace injuries and illnesses.





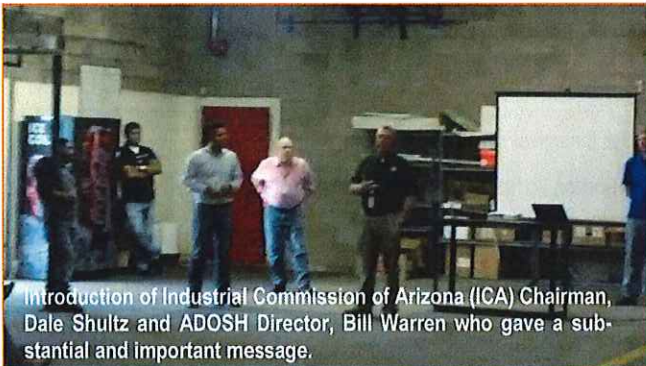
Fall Protection Stand-down in Arizona!

PETERSENDEAN
#1 Home Improvement Contractor

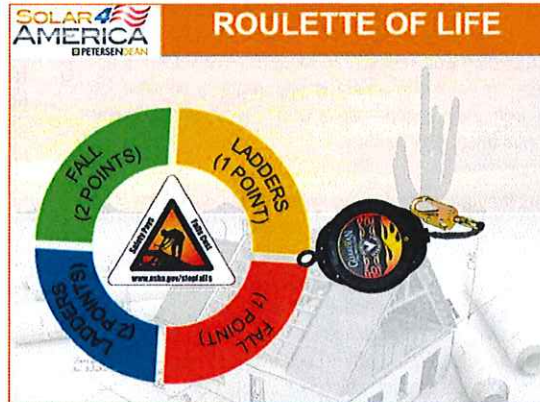
SOLAR AMERICA ROOFS AMERICA FENCES AMERICA



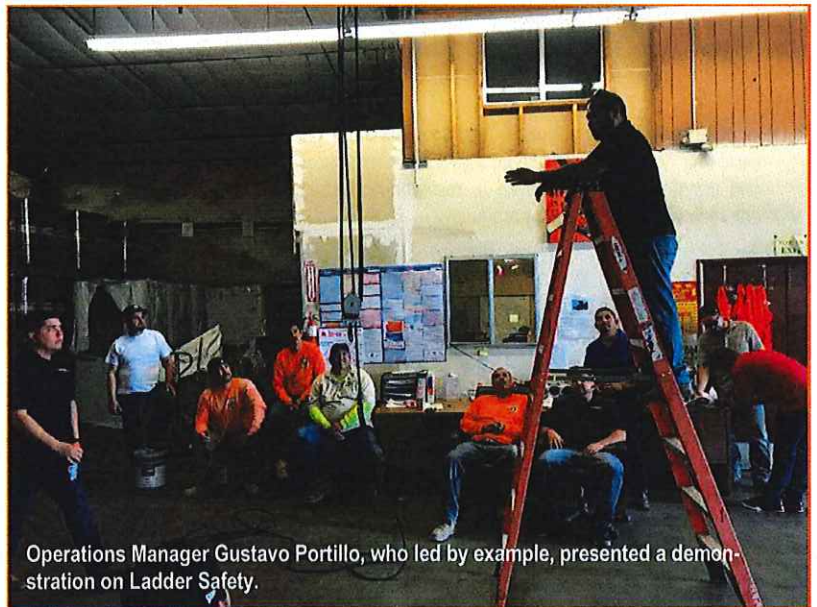
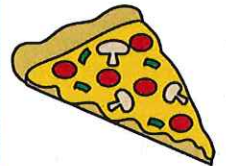
Petersen-Dean's observance of the National Safety Stand-Down to Prevent Falls in Construction was held in the Phoenix office where the Best Safety Performance Crew was awarded by Vice-President-Central-Eastern US, Richard Carpenter after he gave a speech to open the Stand-Down.



Introduction of Industrial Commission of Arizona (ICA) Chairman, Dale Shultz and ADOSH Director, Bill Warren who gave a substantial and important message.



The "Roulette of Life" was utilized to reinforce and evaluate employee's knowledge. Judges were Mr. Dale Schultz (ICA), Bill Warren (ADOSH), and Richard Carpenter (Petersen Dean)



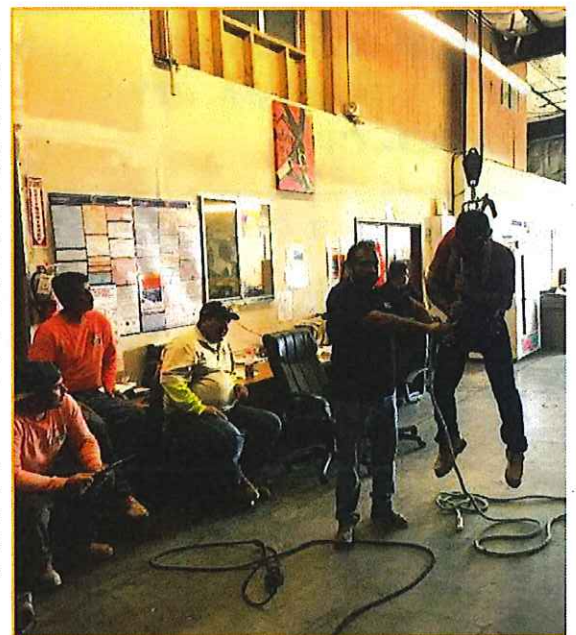
Operations Manager Gustavo Portillo, who led by example, presented a demonstration on Ladder Safety.



Photo on left:

National Safety Stand-Down to Prevent Falls in Construction was held in Tucson office where Operations Manager, Gustavo Portillo, gave an amazing and educative hands-on training to all employees. Additionally the Best Safety Performance Crew was awarded with a written message from Vice-President Central-Eastern US, Richard Carpenter.

Photo on right: Emergency Rescue was demonstrated during a presentation by the Operations Manager and Crew Leader.



Just sayin'...



Recently ADOSH held a Summit at Ft. Huachuca, AZ where we were working side by side with military personnel. We were impressed with the dedication to mission and achieving goals while we overcame some unique considerations for the event. The theme was "Employee Safety—Is it Mindless or Mindful?" It was apparent that the mindfulness of those who were attending was intense and focused. We fielded questions and requests as the interest in employee safety is apparently a concern for employers who are hiring people from various generations who may not share similar values, attitudes and levels of commitment about safety.

Trying to convince employees that they are crucial to the safety of all co-workers, and accepting responsibility for actions that bring on negative consequences is a challenge that employers are expressing to ADOSH. When you think about it, the military brings together people from all walks of life, with values and experiences that differ widely. To find common ground, soldiers experience basic training or boot camp, where all previous values are laid aside and new values, based on life, unity, concern, dedication and even survival are instilled in order to achieve the mission of the military. Perhaps we may need to consider strengthening our Safety Culture by integrating veterans into our workforce, knowing that they have already received valuable foundational training that will facilitate our safety efforts. From www.military.com here are **10 Reasons to Hire a Vet** :

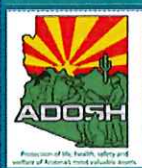
1. **Accelerated learning curve:** Veterans have the proven ability to learn new skills and concepts. In addition, they can enter your workforce with identifiable and transferable skills, proven in real-world situations. This background can enhance your organization's productivity.
2. **Leadership:** The military trains people to lead by example as well as through direction, delegation, motivation, and inspiration. Veterans understand the practical ways to manage behaviors for results, even in the most trying circumstances. They also know the dynamics of leadership as part of both hierarchical and peer structures.
3. **Teamwork.** Veterans understand how genuine teamwork grows out of a responsibility to one's colleagues. Military duties involve a blend of individual and group productivity. They also necessitate a perception of how groups of all sizes relate to each other and an overarching objective.
4. **Diversity and inclusion in action:** Veterans have learned to work side by side with individuals regardless of diverse race, gender, geographic origin, ethnic

background, religion, and economic status as well as mental, physical, and attitudinal capabilities. They have the sensitivity to cooperate with many different types of individuals.

5. **Efficient performance under pressure:** Veterans understand the rigors of tight schedules and limited resources. They have developed the capacity to know how to accomplish priorities on time, in spite of tremendous stress. **They know the critical importance of staying with a task until it is done right.**
6. **Respect for procedures:** Veterans have gained a unique perspective on the value of accountability. They can grasp their place within an organizational framework, becoming responsible for subordinates' actions to higher supervisory levels. They know how policies and procedures enable an organization to exist.
7. **Technology and globalization:** Because of their experiences in the service, veterans are usually aware of international and technical trends pertinent to business and industry. They can bring the kind of global outlook and technological savvy that all enterprises of any size need to succeed.
8. **Integrity:** Veterans know what it means to do "an honest day's work." Prospective employers can take advantage of a track record of integrity, often including security clearances. **This integrity translates into qualities of sincerity and trustworthiness.**
9. **Conscious of health and safety standards:** Thanks to extensive training, veterans are aware of health and safety protocols both for themselves and the welfare of others. Individually, they represent a drug-free workforce that is cognizant of maintaining personal health and fitness. On a company level, their awareness and conscientiousness translate into protection of employees, property, and materials.
10. **Triumph over adversity:** In addition to dealing positively with the typical issues of personal maturity, veterans have frequently triumphed over great adversity. They likely have proven their mettle in mission critical situations demanding endurance, stamina, and flexibility. They may have overcome personal disabilities through strength and determination.

While we are working so hard to grow our safety cultures, we may need to think outside the box and incorporate persons who have already been schooled on the values of integrity and life. Values are instilled through personal challenges, discipline, and experience. Employers are equipped to teach job skills, protocols and processes. To create a culture where values are weak or lacking may be more difficult to achieve, but can be taught through consistent example and sincere commitment by management to principles that hold each accountable. Maybe it's time to call in the troops?

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We're on the WEB!

<http://www.azdosh.gov>

ADOSH ADVOCATE

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